



Request for City Council Committee Action from the Department of Human Resources

Date: January 14, 2014

To: Council Member John Quincy
Chair, Ways & Means Committee

Subject: AFSCME Attorneys

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the AFSCME Attorneys; further recommends that proper City officers be authorized to prepare and execute a collective bargaining agreement consistent with the terms of the executive summary; further recommends that the Employee Services Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

Department Information

Prepared by: Timothy Giles, Director Employee Services

Approved by: _____
Patience Ferguson, Human Resources Director Paul Aasen, City Coordinator

Presenters in Committee: Timothy O. Giles

Financial Impact

- Other financial impact – Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND
AFSCME LOCAL 9 – Attorney Unit
Expiration Date: December 31, 2011
Number of Employees in Unit: 47
Annual 2011 Base Payroll: \$4,443,000
*based on demographics on 12/31/11**

Market: Internal: Wages – Competitive/High; External: Wages – Competitive (Public Sector);
Total Compensation – Competitive
Recruitment: No issues identified
Retention: No issues identified
Performance management impediments in the CBA: No issues identified
Issues/Concerns: Starting salary options

TENTATIVE AGREEMENT COMPONENTS:

Duration: 24-month Agreement: January 1, 2012 through December 31, 2013
36-month Agreement: January 1, 2014 through December 31, 2016

ECONOMIC ISSUES

Effective January 1, 2012

- 0% schedule enhancement
- Allows regular step progression

Effective January 1, 2013

- 0% schedule enhancement
- Allows regular step progression
- Creates three (3) sub-steps to Assistant City Attorney I salary schedule below Step 1
 - Each sub-step is 3% less than the successive step
 - Hiring salary at the discretion to City Attorney
 - City Attorney may advance after probationary period
 - City Attorney may advance Assistant City Attorney I one additional step, one time during the career

Effective January 1, 2014

- Allows regular step progression
- Effective February 1, 2014
 - 2.25% upward adjustment to base salary components divided as equal dollar amounts to each employee
 - 2.25% longevity schedule enhancement

Effective January 1, 2015

- Allows regular step progression

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS**

**AND
AFSCME LOCAL 9 – Attorney Unit**

- Creates new top step to Assistant City Attorney I salary schedule 3% above old top step; step progression on anniversary date

Effective March 1, 2015

- 2.25% upward adjustment to base salary components divided as equal dollar amounts to each employee
- 2.25% longevity schedule enhancement

Effective January 1, 2016

- Allows regular step progression
- Effective March 1, 2016
 - 2.25% upward adjustment to base salary components divided as equal dollar amounts to each employee
 - 2.25% longevity schedule enhancement

NON-ECONOMIC ISSUES EFFECTIVE JANUARY 1, 2014

- Allows “portfolio” procedure for promotions
- Enables additional vacation credit for new hires, with window for current employees
- Adopts Health Care Letter of Agreement as agreed in coalition bargaining
- Adopts Drug and Alcohol Testing Letter of Agreement as agreed in coalition bargaining
- Renews Job Bank Letter Of Agreement as agreed in coalition bargaining
- Renews Return to Work/Job Bank Letter Of Agreement
- Housekeeping for archaic language, - dates, titles, etc.